

Head of Operations – Omega Plastics

Who we are and what we do:

The Omega Plastics Group was created in 2015 by bringing together two tooling and plastic injection moulding businesses – Omega Plastics and Signal Plastics.

We provide a full turn-key solution of low to high volume tooling and plastic injection moulding services, operating across 4 main sectors: Automotive, Medical, Industrial and Technical Products, and Consumer Products.

Our technical expertise and reputation for delivering solutions to challenging problems or in short timeframes allows us to assist customers from product conception through the development cycle and into serial production.

We are a growing business with a workforce of over 160 colleagues and we continue to invest in our people, infrastructure and facilities. Omega Plastics has a 45,000 sq. ft facility on Team Valley Trading Estate in Gateshead, which is also our Group head office, and Signal Plastics operates from a 43,500 sq. ft facility on Bentall Business Park in Washington.

All colleagues contribute to the success of the business. To recognise this, we offer a competitive salary and benefits package and invest in the training and development our colleagues. We believe this ensures they are engaged and motivated to drive the Group forward.

More information about us can be found at <http://www.omegaplasticsgroup.co.uk/>

The role

Omega Plastics is recruiting a **Head of Operations** to be responsible for the operational delivery and financial performance of our Moulding Production, Assembly and Logistics Teams (together “Operations”) at our site on Team Valley in Gateshead.

Omega Plastics provides high-quality plastic injection moulding services and expertise. We hold ISO 9001 and IATF 16949 certifications. We specialise in low to high volume plastic injection moulding and assembly using 11 injection moulding presses, ranging from 30 to 330 tonnes. We cover all sectors and provide a variety of solutions for customers, ranging from low volume moulding of parts to high volume moulding plus full assembly of products. Our flexibility and value-add approach means we can be a strategic partner to customers and strive to develop long-term relationships.

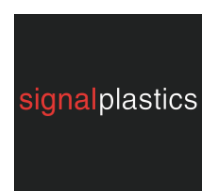
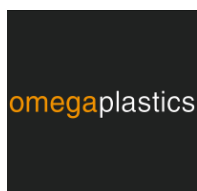
We are looking for someone with the right skills, experience and passion to lead and manage the operations team to achieve high level operational performance and customer service whilst enhancing profitability within a safe working environment.

You will also work closely with our Tooling and Projects and Commercial Teams to ensure tool trials and new product introductions are managed meticulously to allow safe launch and meet customer expectations.

This is a fantastic opportunity for someone to help shape the growth of a dynamic business.

The role comes with a salary of **between £52,000 and £57,500** including car allowance (depending on qualifications, skills and experience), 25 days annual leave (plus statutory holidays), Company Pension Scheme, Death in Service, Employee Assistance Program, Cycle to Work scheme and other benefits. It is a permanent, full-time role based at our site on Team Valley.

All candidates must be currently eligible to live and work in the UK.



Job and Person Specification

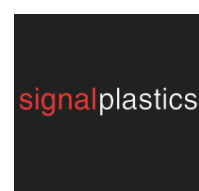
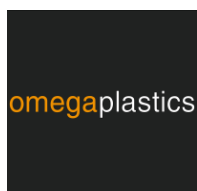
Reports to: Group Operations Director

Direct reports: Production Planner, Production Manager, Materials and Logistics Controller

Works with: Group Finance Director, Commercial Team, Quality Team, Tooling and Projects Team, Head of Operations (Signal Plastics), HR Team.

Main duties include:

- Profitability & Financial Acumen – Work with Group Operations Director and Finance Director to maximise the overall profitability of the Operations Team through efficient use of resources, prudent cost control and continuous improvement activities. Support development of cost tracking metrics and monitor and challenge performance. Embrace the P&L to understand the monthly and annual expectations for turnover, gross margin, overheads and EBITDA and consider cash flow and best value before making any spend decisions.
- Resources - Ensure that effective planning is completed to maximise use of the resources (machines, people, materials, packaging, support staff) in order to deliver the production plan in line with customer requirements and the strategic objectives of the business.
- Accountability – Provide clear leadership to direct reports in the management group so they understand the expectations of their roles and teams. Measure performance against the criteria set out in their role descriptions - support and recognise good performance, hold to account any under performance and put in place appropriate plans to improve performance where required.
- Quality, Compliance and “On Time In Full” (OTIF) - Ensure that products are delivered within quality parameters and OTIF with any failures communicated to the customer as early as possible to allow for corrective actions. Implement frequent audits to ensure operators are operating within the parameters of our Quality Management System and standard operating procedures.
- Safety - Protect the safety of all workers, contractors and visitors by ensuring the highest standards of housekeeping, behaviour and compliance with agreed working practices by all members of the Operations Team. Proactively promote safe working and encourage colleagues to highlight any issues via Health & Safety reps or through our abnormal situation process
- Change Management - Ensure all key stakeholders are considered and communicated with prior to any changes being implemented, seek correct levels of authorisation (internal and external) for proposed changes.
- New Business Introduction - Work closely with Tooling and Projects Teams to understand requirements for tool trials, programmes coming through the pipeline and the resources required to deliver customer expectations. Review and approve commercial and delivery targets for all new volume moulding tenders and contracts for the business to ensure that they are line with agreed objectives. Ensure effective safe launch and ramp plans are in place and achievable.
- Maintenance and Facilities - Work closely with the maintenance and facilities manager to ensure all routine TPMs and inspections are planned and actioned. Review proactive and reactive tool maintenance and CI activities with the Tooling TPM Manager.

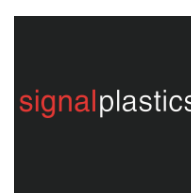
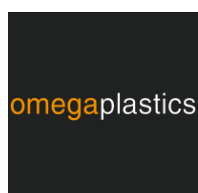


- Culture & People Development – Engage in formal and informal performance reviews with team members to identify skills, abilities, aspirations and development opportunities. Responsible for mapping these across the team with the aim of increasing flexibility among the workforce, improving skill levels across the team and identifying career progression opportunities.
- Management Reporting & Business Objectives - Develop and deliver regular performance and progress reports to support KPI management on a daily, weekly and monthly basis. Publish KPIs to illustrate current performance and improvement activities. Communicate the Group's strategic objectives to all colleagues via line management and update progress on a frequent basis. Positively engage colleagues in the achievement of objectives. Chair daily Operations Team meetings to manage short-term delivery of production objectives. Chair monthly Operations Management meetings, actively contribute to the monthly group-wide operations meeting to report site performance, strengths, opportunities and weaknesses and propose appropriate changes to support achievement of the Group's long-term strategic goals.
- Carry out any other duties not listed above as may reasonably be expected of the role

The ideal candidate

We are looking for someone with the right experience, skills and attitude to join our team. These include:

- A passionate and inspirational leader, able to coach the team to deliver objectives, develop and engage team-members and command the confidence of customers and the executive directors
- Experience of strategic management in a fast-paced, dynamic manufacturing business
- Experience of delivering operational objectives while maximising profitability
- Understanding of the drivers that impact on financial performance
- Experience of plastic injection moulding production (essential)
- Experience of clean room moulding production (desirable)
- Excellent communication skills (both verbal and written), with the ability to communicate effectively at all levels within the business
- A collaborative approach to delivery of an excellent customer experience, working with colleagues across the business, customers and suppliers
- Excellent analytical and problem-solving skills
- Ability to identify and implement continuous improvement opportunities
- Experience of ISO 9001 and IATF 16949 certifications (or similar).
- An effective MS Office (Excel, Word, PowerPoint) user
- Experience of using Sage 200, ERP, and Power Bi (desirable)
- Proactive, resilient and flexible with an ability to work under pressure and within time constraints



To apply for this role, please send a **covering letter setting out why you are suitable for this role** together with a **CV setting out qualifications and experience** to careers@omega-plastics.co.uk by **5pm on 13 August 2021**.

